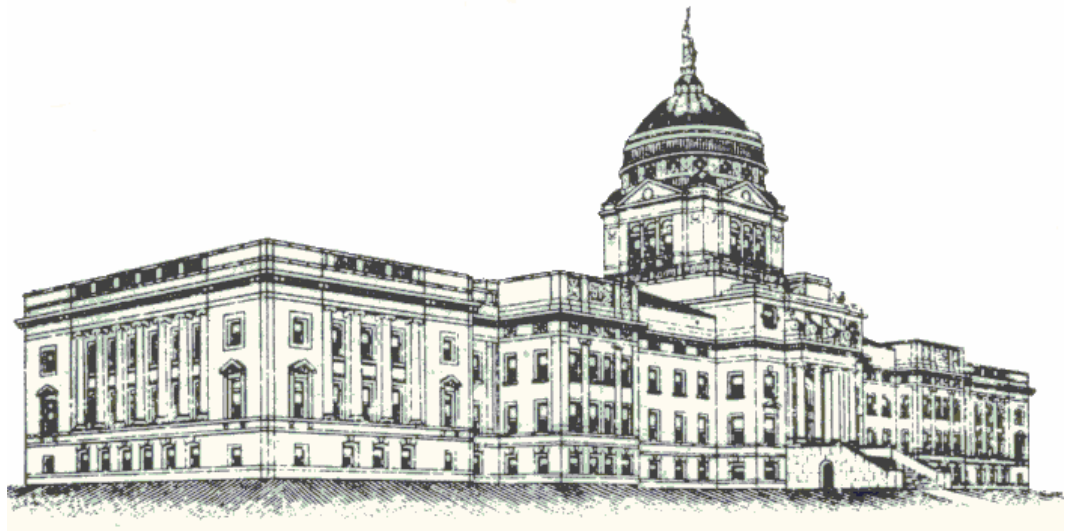


Employee Profile

State of Montana



**Department of Administration
State Personnel Division**

January 23, 2006

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INTRODUCTION

Governor Brian Schweitzer is fully committed to equal employment opportunity and equal access to state programs and services in State government. The Governor has charged the Department of Administration to encourage and exercise leadership in the development of effective personnel administration for agencies in Montana State government. The Department shall foster and develop programs for recruitment and selection of capable persons for permanent, seasonal, temporary, and other types of positions and for the improvement of employee effectiveness.¹

The Department, also, develops a personnel classification plan for state positions and classes of positions in state service, and administers a market-based compensation system necessary to attract and retain competent and qualified employees.²

The Employee Profile answers the most frequently asked questions about state employees. The profile also serves to report to the Governor on the status of the Equal Employment Opportunity (EEO) program.

Chapter I contains general statistical information about state employees in the Executive, Legislative and Judicial Branches of government (see organizational charts), such as the number of employees by agency, regular versus temporary/seasonal employees, employee leave information and EEO status (race, sex and age) by agency.

Chapter II contains information on the Equal Employment Opportunity and Classification and Pay Programs and includes information on employee compensation by pay plan and EEO (occupational) category.

The Employee Profile covers the period from January 1, 2005 to December 31, 2005 for reports showing new hires, transfers, terminations and leave taken for vacation, sick and compensatory time. Other reports are a snapshot of the workforce as of the 2006 date on the report. The last Employee Profile was produced January 20, 2005.

For further information on these topics, contact Linda Davis, State EEO and SABHRS HR Program Coordinator at (406) 444-3796, e-mail ldavis@state.mt.us or mail to:

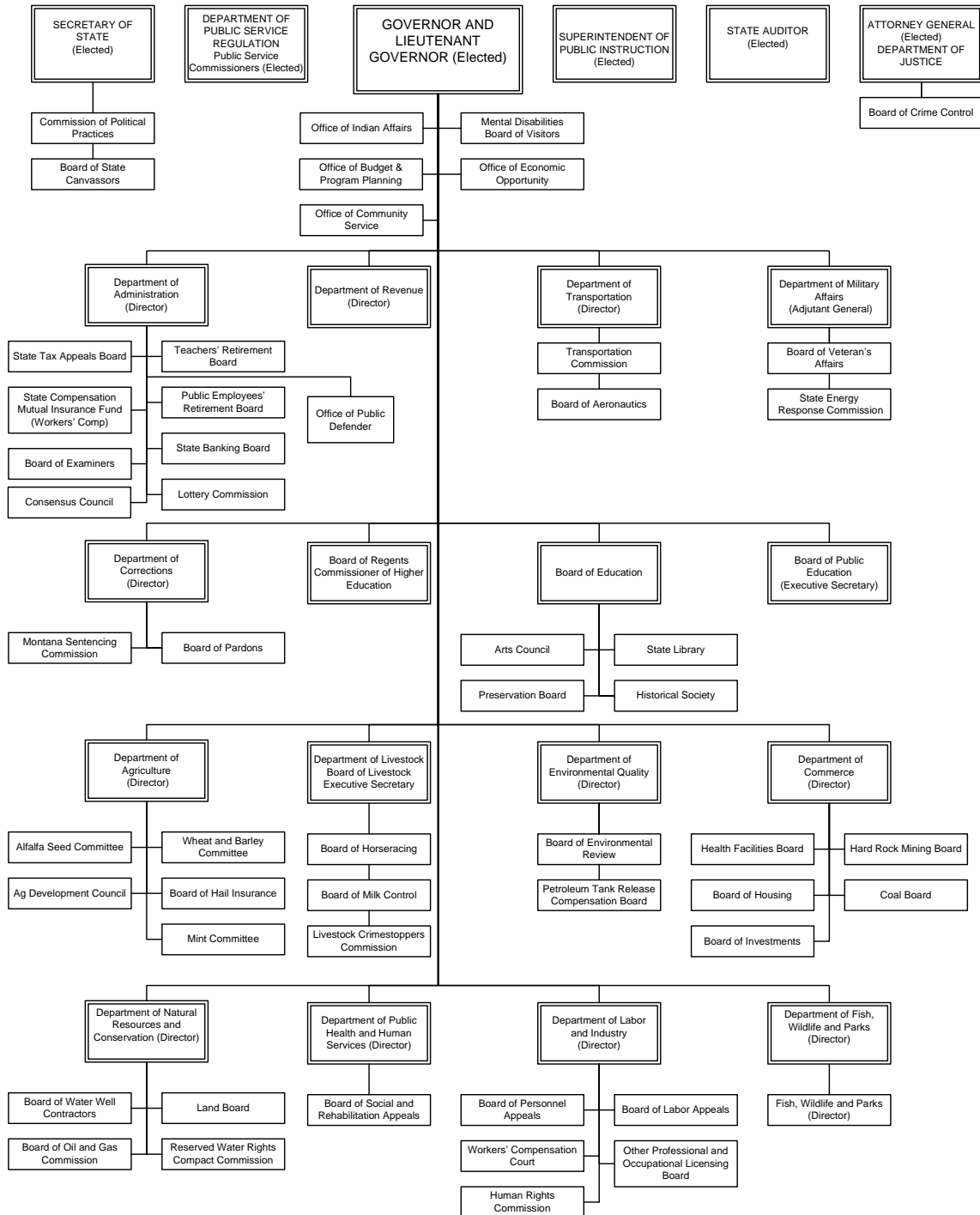
Department of Administration
State Personnel Division
P.O. Box 200127
Helena, MT 59620-0127

NOTE: Alternative Accessible Formats of this report will be provided on request. Persons who need an alternative format should contact the State Personnel Division, Department of Administration, 125 N. Roberts St., PO BOX 200127, Helena, MT 59620-0127. Telephone 406-444-3871. Those using a TTY may call through the Montana Relay Service at 711.

¹ Statutory authority is found at Montana Codes Annotated, Section 2-18-102.

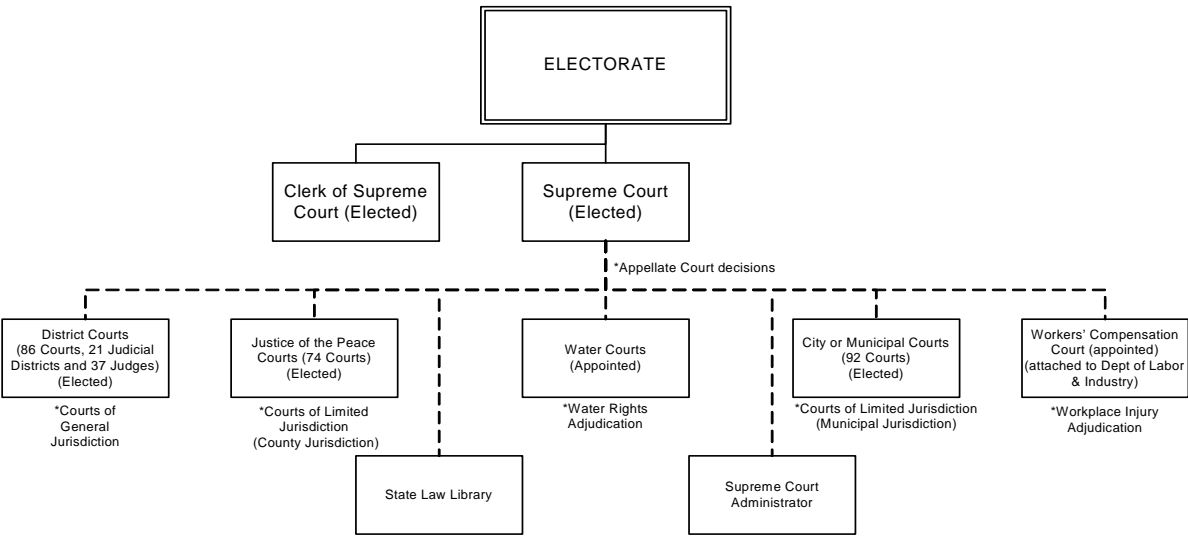
² Statutory authority is found at Montana Codes Annotated, Sections 2-18-201 and 2-18-301.

MONTANA EXECUTIVE BRANCH

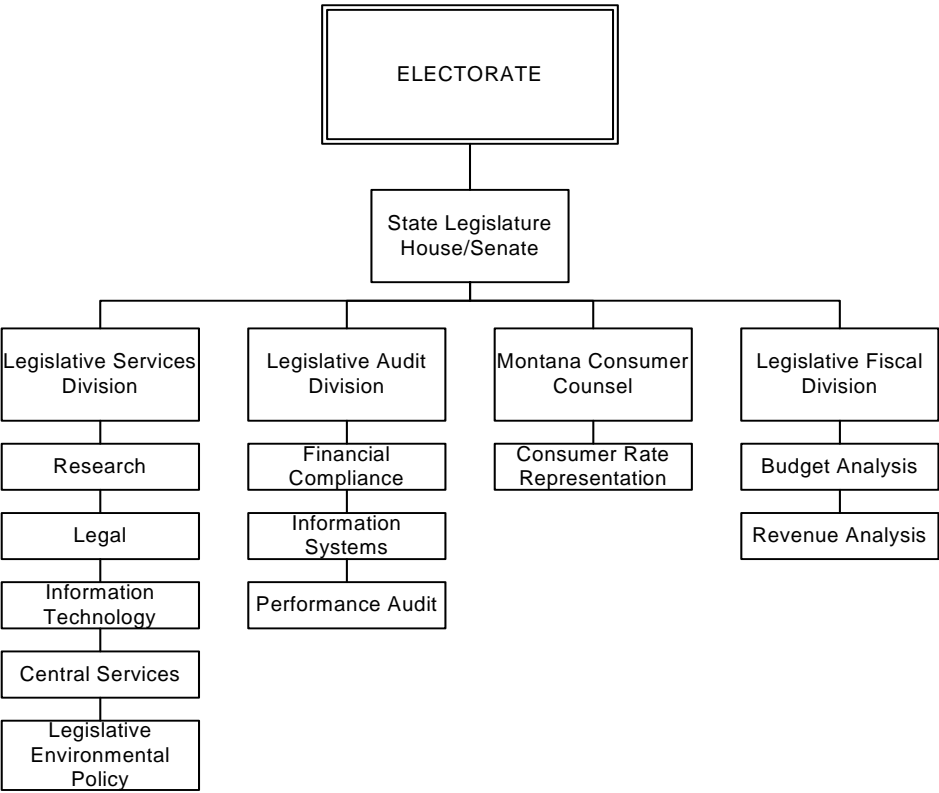


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MONTANA JUDICIAL BRANCH



MONTANA LEGISLATIVE BRANCH



CHAPTER I

OVERVIEW OF STATE EMPLOYEES

State employees, for the purpose of this overview, are all employees in the executive, judicial and legislative branches of government, except university system employees and legislators.

Total Employees - 13,546

Female – 6,572 Male – 6,972

Minority Employees - 456 American Indian - 270 Other Minorities - 186

Regular Employees –12,082

Temporary - 1,464

Female - 5,953 Males - 6,129

Female – 619 Males - 843

Average age - 46 for women – 46

for men - 47

Total Vacation Leave Accrued ¹ -

1,912,155.22 hours

Average balance per employee -

151.82 hours

Average taken per employee -

112.40 hours

Total Sick Leave Accrued ² -

3,869,718.53 hours

Average balance per employee -

305.86 hours

Average taken per employee -

63.18 hours

Total Non-Exempt Compensatory Time Accrued -

172,881.01 hours

Average balance per employee -

33.70 hours

Average taken per employee -

41.86 hours

Total Exempt Compensatory Time Accrued -

141,912.76 hours

Average balance per employee -

68.26 hours

Average taken per employee -

80.72 hours

Average Length of Service in State Government - 11.48 years

Average Salary for Regular Employees- Hourly - \$18.53 Annual Salary - \$38,550.40
These are **weighted averages** using all pay plans.

Average for women: Hourly - \$16.77 Annual Salary - \$34,876.11

Average for men: Hourly - \$20.26 Annual Salary - \$42,137.48

¹ For example, the amount of vacation leave credits available to a full-time employee who has worked for the State 10 years or less is 15 working days per year or 120 hours per year.

² For example, the amount of sick leave credits available to a full-time employee is 12 working days per year or 96 hours per year.

**STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM**

EMPLOYMENT INFORMATION

These tables provide employment information for full and part-time regular employees. They include employees in the executive, judicial and legislative branches of government, except university system employees and legislators.

Employment Rates for Calendar Year 2005		
New Hire Rate – new to state government	9.90%	1,196
Promotion Rate – promotions within an agency	6.80%	822
Rehire Rate – rehired state employee	2.34%	283
Transfer Rate- transferred to another agency	2.16%	269
Transfer Rate – transferred within an agency	2.76%	335
Termination Rate- terminated from state government	11.80%	1,426
First Year Separation Rate – hired and terminated within 2005	13.04%	156
Current Workforce		12,082

Reasons for Terminations for Calendar Year 2005	
Death	22
Grant Funds Ended	10
Compensation	10
Personal Reasons	834
Other Reasons	228
Retirement	307
Reduction in Force	15
End Seasonal Employment *	20
End Short-Term Employment *	16
End Temporary Employment *	87
Total	1,549
Involuntary Terminations **	83

* These reasons were not used in calculating the termination rate.

** The Compensation Committee in 2004 asked for information regarding the number of involuntary terminations from state government. Involuntary terminations are not recorded in a separate category in SABHRS. Agencies agreed to track terminations for cause during the calendar year 2005. 19 agencies reported and 3 of those agencies reported no involuntary terminations

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
NUMBER OF EMPLOYEES BY DEPARTMENT AS OF 1/23/2006

Department	Number of Employees		
	Total*	Regular**	Temporary/Seasonal***
Administration	537	511	26
Agriculture	120	93	27
Board of Public Education	4	4	0
Commerce	179	174	5
Commissioner/Higher Ed.	92	91	1
Consumer Council	5	5	0
Corrections	1,183	1,169	14
Environmental Quality	400	381	19
Fish, Wildlife, & Parks	1,140	676	464
Governor's Office	67	62	5
Judiciary	404	390	14
Justice	763	740	23
Labor & Industry	842	799	43
Legislative Branch	148	113	35
Livestock	146	136	10
Military Affairs	184	166	18
Montana Arts Council	11	10	1
Montana Historical Society	74	66	8
Montana State Library	42	41	1
Natural Resources & Conservation	535	475	60
Office of Public Instruction	215	163	52
Political Practices	4	4	0
Public Health & Human Services	2,944	2,768	176
Public Service Commission	38	38	0
Revenue	613	537	76
School for Deaf & Blind	197	123	74
Secretary of State	50	47	3
State Auditor	74	71	3
State Fund	266	265	1
Transportation	2,269	1,964	305
State Totals:	13,546	12,082	1,464

* Includes data from all state employees except university system employees and legislators.

** Includes full-time and part-time regular employees.

*** Includes full-time and part-time temporary, seasonal, and short term employees.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
MALE AND FEMALE EMPLOYEES BY DEPARTMENT AS OF 1/23/2006

Department	Employees *			Regular **			Temporary/Seasonal ***		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Administration	537	271	266	511	262	249	26	9	17
Agriculture	120	55	65	93	38	55	27	17	10
Board of Public Education	4	2	2	4	2	2	0	0	0
Commerce	179	74	105	174	71	103	5	3	2
Commissioner/Higher Ed.	92	23	69	91	22	69	1	1	0
Consumer Council	5	3	2	5	3	2	0	0	0
Corrections	1,183	745	438	1,169	739	430	14	6	8
Environmental Quality	400	220	180	381	214	167	19	6	13
Fish, Wildlife, & Parks	1,140	771	368	676	499	177	464	272	191
Governor's Office	67	34	33	62	31	31	5	3	2
Judiciary	404	153	251	390	151	239	14	2	12
Justice	763	430	333	740	412	328	23	18	5
Labor & Industry	842	323	519	799	312	487	43	11	32
Legislative Branch	148	61	87	113	48	65	35	13	22
Livestock	146	89	57	136	80	56	10	9	1
Military Affairs	184	134	50	166	123	43	18	11	7
Montana Arts Council	11	0	11	10	0	10	1	0	1
Montana Historical Society	74	28	46	66	26	40	8	2	6
Montana State Library	42	19	23	41	19	22	1	0	1
Natural Resources & Conservation	535	358	177	475	317	158	60	41	19
Office of Public Instruction	215	68	147	163	46	117	52	22	30
Political Practices	4	1	3	4	1	3	0	0	0
Public Health & Human Services	2,944	835	2,108	2,768	737	2,031	176	98	77
Public Service Commission	38	24	14	38	24	14	0	0	0
Revenue	613	217	396	537	190	347	76	27	49
School for Deaf & Blind	197	37	160	123	27	96	74	10	64
Secretary of State	50	15	35	47	14	33	3	1	2
State Auditor	74	26	48	71	26	45	3	0	3
State Fund	266	93	173	265	93	172	1	0	1
Transportation	2,269	1,863	406	1,964	1,602	362	305	261	44
State Totals:	13,546	6,972	6,572	12,082	6,129	5,953	1,464	843	619

* Includes data from all state employees except university system employees and legislators.

** Includes full-time and part-time regular employees.

*** Includes full-time and part-time temporary, seasonal, and short term employees.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
MINORITY EMPLOYEES BY DEPARTMENT AS OF 1/23/2006

Department	Employees *			Regular **		Temporary/Seasonal ***	
	Total	American Indian	Other Minorities	American Indian	Other Minorities	American Indian	Other Minorities
Administration	537	5	7	5	6	0	1
Agriculture	120	2	1	2	1	0	0
Board of Public Education	4	0	0	0	0	0	0
Commerce	179	3	1	3	1	0	0
Commissioner/Higher Ed.	92	10	1	10	1	0	0
Consumer Council	5	0	0	0	0	0	0
Corrections	1,183	17	15	17	15	0	0
Environmental Quality	400	3	7	2	7	1	0
Fish, Wildlife, & Parks	1,140	1	2	1	2	0	0
Governor's Office	67	4	0	4	0	0	0
Judiciary	404	1	1	1	1	0	0
Justice	763	10	14	10	14	0	0
Labor & Industry	842	29	15	17	14	12	1
Legislative Branch	148	0	0	0	0	0	0
Livestock	146	1	0	0	0	1	0
Military Affairs	184	0	0	0	0	0	0
Montana Arts Council	11	0	0	0	0	0	0
Montana Historical Society	74	1	0	1	0	0	0
Montana State Library	42	0	1	0	1	0	0
Natural Resources & Conservation	535	4	2	4	2	0	0
Office of Public Instruction	215	8	5	5	5	3	0
Political Practices	4	0	0	0	0	0	0
Public Health & Human Services	2,944	92	64	87	60	5	4
Public Service Commission	38	1	0	1	0	0	0
Revenue	613	10	9	5	7	5	2
School for Deaf & Blind	197	0	4	0	3	0	1
Secretary of State	50	0	2	0	2	0	0
State Auditor	74	1	0	1	0	0	0
State Fund	266	0	10	0	10	0	0
Transportation	2,269	67	25	58	24	9	1
State Totals:	13,546	270	186	234	176	36	10

* Includes data from all state employees except university system employees and legislators.

** Includes full-time and part-time regular employees.

*** Includes full-time and part-time temporary, seasonal, and short term employees.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
AVERAGE AGE OF MALE/FEMALE EMPLOYEES BY DEPARTMENT AS OF 1/23/2006

Department	Employees* Average Age	Regular** Average Age	Temporary/ Seasonal*** Average Age	Male Average Age	Female Average Age
Administration	47	47	49	46	47
Agriculture	46	45	50	49	44
Board of Public Education	44	44	0	52	36
Commerce	48	48	34	47	48
Commissioner/Higher Ed.	45	44	62	45	44
Consumer Council	55	55	0	58	50
Corrections	44	44	47	45	43
Environmental Quality	46	46	34	47	44
Fish, Wildlife, & Parks	45	45	44	46	42
Governor's Office	45	45	34	43	46
Judiciary Branch	47	47	47	48	47
Justice	45	45	45	44	46
Labor & Industry	49	49	45	52	47
Legislative Branch	46	45	48	47	45
Livestock	48	48	47	48	49
Military Affairs	46	47	40	46	45
Montana Arts Council	53	53	55	0	53
Montana Historical Society	48	48	51	50	47
Montana State Library	45	45	36	44	46
Natural Resources & Conservation	46	47	42	47	45
Office of Public Instruction	51	50	55	53	50
Political Practices	32	32	0	37	30
Public Health & Human Services	47	48	40	47	47
Public Service Commission	50	50	0	52	46
Revenue	45	47	35	47	45
School for Deaf & Blind	44	45	42	42	44
Secretary of State	46	45	62	46	46
State Auditor	47	48	29	48	46
State Fund	46	46	30	47	45
Transportation	46	46	45	46	44
State Totals:	46	47	43	47	46

* Includes data from all state employees except university system employees and legislators.

** Includes full-time and part-time regular employees.

*** Includes full-time and part-time temporary, seasonal, and short term employees.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
VACATION LEAVE FOR EMPLOYEES BY DEPARTMENT AS OF 1/23/2006

Department	Current Vacation Leave*			Vacation Leave Taken**		
	Employees	Total Balance	Average	Employees	Total Taken	Average
Administration	504	81,617.89	161.94	511	59,721.19	116.87
Agriculture	111	16,581.22	149.38	110	10,153.61	92.31
Board of Public Education	4	1,176.71	294.18	4	210.00	52.50
Commerce	174	27,710.26	159.25	174	20,067.10	115.33
Commissioner/Higher Education	91	14,239.97	156.48	92	8,573.05	93.19
Consumer Council	5	1,297.62	259.52	5	690.00	138.00
Corrections	1,178	163,941.33	139.17	1,183	125,361.20	105.97
Environmental Quality	381	55,000.57	144.36	381	44,309.45	116.30
Fish, Wildlife & Parks	888	165,948.25	186.88	893	78,513.83	87.92
Governor's Office	62	9,120.14	147.10	63	3,049.24	48.40
Judiciary	351	45,500.36	129.63	350	37,738.95	107.83
Justice	703	115,430.02	164.20	707	83,965.18	118.76
Labor & Industry	830	112,360.38	135.37	842	103,562.40	123.00
Legislative Branch	121	20,242.54	167.29	122	15,851.40	129.93
Livestock	141	26,171.29	185.61	143	18,050.98	126.23
Military Affairs	177	27,260.32	154.01	176	18,650.87	105.97
Montana Arts Council	9	1,496.44	166.27	8	993.75	124.22
Montana Historical Society	71	10,445.99	147.13	71	8,832.86	124.41
Montana State Library	34	3,955.73	116.35	34	3,666.00	107.82
Natural Resources & Conservation	497	87,687.03	176.43	499	56,000.30	112.23
Office of Public Instruction	205	31,042.67	151.43	203	16,994.15	83.72
Political Practices	4	333.07	83.27	3	252.00	84.00
Public Health & Human Services	2,753	388,862.80	141.25	2,770	327,280.76	118.15
Public Service Commission	33	6,874.28	208.31	33	4,742.76	143.72
Revenue	552	79,117.36	143.33	562	65,199.48	116.01
School for Deaf & Blind	97	4,647.04	47.91	98	4,147.90	42.33
Secretary of State	50	6,559.35	131.19	49	5,745.41	117.25
State Auditor	71	10,486.05	147.69	72	7,319.50	101.66
State Fund	265	45,033.33	169.94	266	30,758.29	115.63
Transportation	2,233	352,015.18	157.64	2,245	263,541.85	117.39
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State Totals:	12,595	1,912,155.22	151.82	12,669	1,423,943.44	112.40

* Active employees with balance greater than zero.

** Active employees with time taken in last calendar year.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
SICK LEAVE FOR EMPLOYEES BY DEPARTMENT AS OF 1/23/2006

Department	Current Sick Leave*			Sick Leave Taken**		
	Employees	Total Balance	Average	Employees	Total Taken	Average
Administration	507	184,028.52	362.98	514	32,596.90	63.42
Agriculture	111	35,255.03	317.61	110	4,514.68	41.04
Board of Public Education	4	2,906.70	726.67	4	89.00	22.25
Commerce	174	51,875.06	298.13	174	11,403.96	65.54
Commissioner/Higher Education	91	20,430.75	224.51	93	5,782.65	62.18
Consumer Council	5	3,373.28	674.66	5	96.50	19.30
Corrections	1,179	302,846.50	256.87	1,184	76,928.03	64.97
Environmental Quality	384	97,867.94	254.86	384	26,656.57	69.42
Fish, Wildlife & Parks	890	501,295.25	563.25	895	24,581.65	27.47
Governor's Office	62	16,778.06	270.61	63	1,814.32	28.80
Judiciary	349	95,561.36	273.81	348	20,193.69	58.03
Justice	705	230,309.13	326.68	709	43,069.58	60.75
Labor & Industry	830	218,244.89	262.95	842	62,095.22	73.75
Legislative Branch	121	50,477.57	417.17	123	8,067.04	65.59
Livestock	141	88,200.40	625.53	143	6,862.46	47.99
Military Affairs	177	58,804.15	332.23	176	9,061.45	51.49
Montana Arts Council	9	2,656.24	295.14	8	261.00	32.63
Montana Historical Society	71	24,476.66	344.74	71	4,205.50	59.23
Montana State Library	34	7,301.89	214.76	34	1,662.00	48.88
Natural Resources & Conservation	499	201,240.89	403.29	500	27,136.18	54.27
Office of Public Instruction	206	58,373.06	283.36	204	9,077.06	44.50
Political Practices	4	1,069.48	267.37	3	171.00	57.00
Public Health & Human Services	2,751	640,226.81	232.73	2,768	201,312.11	72.73
Public Service Commission	34	17,227.37	506.69	34	2,555.10	75.15
Revenue	552	125,750.42	227.81	562	41,579.74	73.99
School for Deaf & Blind	144	38,871.09	269.94	146	7,972.12	54.60
Secretary of State	50	8,142.02	162.84	49	3,967.15	80.96
State Auditor	71	15,947.72	224.62	72	4,879.25	67.77
State Fund	265	65,657.88	247.77	266	14,457.36	54.35
Transportation	2,232	704,522.42	315.65	2,243	150,981.64	67.31
<hr/>						
State Totals:	12,652	3,869,718.53	305.86	12,727	804,030.90	63.18

* Active employees with balance greater than zero.

** Active employees with time taken in last calendar year.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
COMPENSATORY TIME FOR NON-EXEMPT EMPLOYEES BY DEPARTMENT AS OF 1/23/2006

Department	Current Compensatory Time*			Compensatory Time Taken**		
	Employees	Total Balance	Average	Employees	Total Taken	Average
Administration	176	4,532.22	25.75	182	6,808.60	37.41
Agriculture	57	1,058.35	18.57	56	2,455.23	43.84
Board of Public Education	3	160.09	53.36	3	314.00	104.67
Commerce	93	1,976.40	21.25	96	3,675.89	38.29
Commissioner/Higher Education	50	1,418.49	28.37	51	2,087.00	40.92
Consumer Council	0	0.00	0.00	0	0.00	0.00
Corrections	308	4,715.47	15.31	317	17,731.08	55.93
Environmental Quality	188	3,962.14	21.08	196	11,316.65	57.74
Fish, Wildlife & Parks	352	8,492.48	24.13	358	20,309.02	56.73
Governor's Office	10	418.27	41.83	10	882.00	88.20
Judiciary	62	1,471.68	23.74	64	1,529.00	23.89
Justice	397	16,551.46	41.69	394	13,306.82	33.77
Labor & Industry	327	6,515.71	19.93	330	6,619.00	20.06
Legislative Branch	8	146.25	18.28	8	524.00	65.50
Livestock	89	6,848.42	76.95	90	6,146.75	68.30
Military Affairs	111	4,890.01	44.05	112	8,309.50	74.19
Montana Arts Council	2	3.56	1.78	2	132.75	66.38
Montana Historical Society	32	1,445.94	45.19	35	1,237.02	35.34
Montana State Library	16	196.70	12.29	18	568.50	31.58
Natural Resources & Conservation	46	555.60	12.08	49	1,483.00	30.27
Office of Public Instruction	46	2,223.86	48.34	47	1,590.60	33.84
Political Practices	1	62.75	62.75	1	286.00	286.00
Public Health & Human Services	1,040	30,874.01	29.69	1,058	38,930.18	36.80
Public Service Commission	13	311.80	23.98	13	47.50	3.65
Revenue	291	9,973.86	34.27	293	7,442.25	25.40
School for Deaf & Blind	27	421.67	15.62	28	707.94	25.28
Secretary of State	21	218.65	10.41	21	215.00	10.24
State Auditor	20	198.78	9.94	22	690.50	31.39
State Fund	53	714.39	13.48	53	1,199.75	22.64
Transportation	1,291	62,522.00	48.43	1,295	61,220.25	47.27
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State Totals:	5,130	172,881.01	33.70	5,202	217,765.78	41.86

* Active employees with balance greater than zero.

** Active employees with time taken in last calendar year.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
COMPENSATORY TIME FOR EXEMPT EMPLOYEES BY DEPARTMENT AS OF 1/23/2006

Department	Compensatory Time Balance*			Compensatory Time Taken**		
	Employees	Total Balance	Average	Employees	Total Taken	Average
Administration	123	5,728.70	46.57	125	6,948.95	55.59
Agriculture	28	2,491.30	88.98	26	2,145.00	82.50
Board of Public Education	1	217.00	217.00	1	93.00	93.00
Commerce	34	2,043.10	60.09	34	2,589.50	76.16
Commissioner/Higher Education	20	2,703.05	135.15	20	4,955.05	247.75
Consumer Council	4	215.00	53.75	4	315.50	78.88
Corrections	123	7,225.00	58.74	127	10,804.80	85.08
Environmental Quality	109	4,616.38	42.35	110	8,580.71	78.01
Fish, Wildlife & Parks	264	32,546.09	123.28	268	35,740.18	133.36
Governor's Office	38	7,552.45	198.75	39	4,595.75	117.84
Judiciary	62	4,128.25	66.58	63	6,942.00	110.19
Justice	86	3,957.15	46.01	88	5,533.50	62.88
Labor & Industry	40	2,317.60	57.94	38	2,758.00	72.58
Legislative Branch	80	10,418.00	130.23	80	8,939.50	111.74
Livestock	15	1,138.40	75.89	15	800.35	53.36
Military Affairs	17	1,393.75	81.99	17	1,337.50	78.68
Montana Arts Council	5	1,404.05	280.81	5	832.25	166.45
Montana Historical Society	18	752.75	41.82	18	865.50	48.08
Montana State Library	9	209.80	23.31	9	849.00	94.33
Natural Resources & Conservation	269	10,959.21	40.74	263	17,973.75	68.34
Office of Public Instruction	75	6,708.23	89.44	79	9,132.75	115.60
Political Practices	1	32.50	32.50	1	82.00	82.00
Public Health & Human Services	410	16,671.33	40.66	419	21,124.97	50.42
Public Service Commission	14	741.65	52.98	14	383.00	27.36
Revenue	51	3,256.05	63.84	51	3,035.30	59.52
School for Deaf & Blind	33	549.10	16.64	33	192.40	5.83
Secretary of State	7	913.37	130.48	6	832.50	138.75
State Auditor	19	735.25	38.70	20	1,335.50	66.78
State Fund	9	171.50	19.06	9	101.00	11.22
Transportation	115	10,116.75	87.97	116	9,529.00	82.15
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State Totals:	2,079	141,912.76	68.26	2,098	169,348.21	80.72

* Active employees with balance greater than zero.

** Active employees with time taken in last calendar year.

**STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
LENGTH OF SERVICE FOR EMPLOYEES BY DEPARTMENT
AS OF 1/23/2006**

Department	Number of Employees*	Average Length of Service In State Government**
Administration	512	12.00
Agriculture	114	8.66
Board of Public Education	4	11.19
Commerce	175	11.25
Commissioner/Higher Ed.	93	8.87
Consumer Council	5	21.95
Corrections	1,196	9.97
Environmental Quality	389	10.32
Fish, Wildlife, & Parks	932	10.86
Governor's Office	65	8.14
Judiciary	373	10.24
Justice	719	12.02
Labor & Industry	837	11.63
Legislative Branch	123	13.41
Livestock	143	14.06
Military Affairs	183	9.71
Montana Arts Council	10	7.77
Montana Historical Society	72	11.39
Montana State Library	35	13.09
Natural Resources & Conservation	524	12.25
Office of Public Instruction	211	11.60
Political Practices	4	7.10
Public Health & Human Services	2,824	12.29
Public Service Commission	38	14.63
Revenue	556	11.54
School for Deaf & Blind	168	7.36
Secretary of State	51	8.90
State Auditor	71	10.63
State Fund	266	9.43
Transportation	2,305	12.13
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State Totals:	12,998	11.48

* Includes data from all state employees except university system employees and legislators.

** Includes earned service time from other jurisdictions such as city or county employment.

CHAPTER II

EQUAL EMPLOYMENT OPPORTUNITY AND CLASSIFICATION AND PAY PROGRAMS

Governor Schweitzer wants all agencies, managers, supervisors and employees under his jurisdiction to make good faith efforts to ensure that all persons employed or served by Montana State government are afforded equal opportunity, without discrimination, based on race, color, sex, political or religious affiliation or ideas, culture, social origin or condition, sexual orientation, national origin, ancestry, age, disability, or marital status.

Table A compares statistics for this year to 2005.

TABLE A State of Montana Regular Employees Only By EEO Category Comparing January 20, 2005 to January 23, 2006						
EEO Category	Total Numbers		Female		Minorities	
	2005	2006	2005	2006	2005	2006
Officials/Administrators	1,082	1,111	351	370	19	22
Professionals	5,807	5,976	3,000	3,082	176	179
Technicians	1,739	1,706	1,281	1,279	63	66
Protective Service	829	856	103	115	25	27
Paraprofessional	531	496	340	313	30	28
Office/Clerical	716	704	634	622	27	27
Skilled Craft	851	853	30	35	41	41
Service/Maintenance	430	380	150	137	26	20
State Totals	11,985	12,082	5,889	5,953	407	410

As part of the Classification and Pay Program, the State operates the following pay plans: Broadband, Statewide Classified, Exempt (exempt from classification and pay), Blue Collar, Legislative Services, Teachers, State Fund, Medical Professional, Information Technology and Engineering. Compensation information by pay plan is found on the following Reports: Pay-006 and Pay-008 on this Profile.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
EMPLOYEES BY EEO CATEGORY
AS OF 1/23/2006

EEO Category	Number of Employees		
	Employees*	Regular**	Temporary/Seasonal***
Officials/Administrators	1,125	1,111	14
Professionals	6,212	5,976	236
Technicians	2,024	1,706	318
Protective Service	878	856	22
Paraprofessionals	546	496	50
Office/Clerical	1,041	704	337
Skilled Craft	1,118	853	265
Service Maintenance	602	380	222
State Totals:	13,546	12,082	1,464

EEO-008

HISTORICALLY UNDERREPRESENTED GROUPS
FOR REGULAR EMPLOYEES ONLY
AS OF 1/23/2006

EEO Category	Employees		
	Total	Female	Minorities
Officials/Administrators	1,111	370	22
Professionals	5,976	3,082	179
Technicians	1,706	1,279	66
Protective Service	856	115	27
Paraprofessionals	496	313	28
Office/Clerical	704	622	27
Skilled Craft	853	35	41
Service Maintenance	380	137	20
State Totals:	12,082	5,953	410

* Includes data from all state employees except university system employees and legislators.

** Includes full-time and part-time regular employees.

*** Includes full-time and part-time temporary, seasonal, and short term employees.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
AVERAGE ANNUAL PAY BY EEO CATEGORY*
REGULAR, SEASONAL AND TEMPORARY EMPLOYEES**
1/23/2006

Broadband Pay Plan 020

EEO Category	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Officials/Administrators	597	63,297.60	446	63,631.64	151	62,310.95
Professionals	3,540	42,290.73	2,106	43,896.68	1,434	39,932.21
Technicians	1,243	26,108.45	494	26,080.27	748	26,138.17
Protective Service	831	32,763.62	717	33,304.97	114	29,358.77
Paraprofessionals	37	26,366.35	26	26,411.20	11	26,260.34
Office/Clerical	342	23,830.65	55	22,514.84	287	24,082.81
Skilled Craft	323	35,738.13	297	36,654.78	26	25,267.19
Service Maintenance	171	23,319.65	115	25,197.38	56	19,463.60
TOTALS:	7,084	38,372.95	4,256	40,718.66	2,827	34,848.79

Judicial Branch Pay Plan 030

EEO Category	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Officials/Administrators	55	51,038.96	23	47,335.17	32	53,701.07
Professionals	131	34,094.02	64	35,370.83	67	32,874.39
Technicians	60	37,317.26	17	39,841.82	43	36,319.18
Protective Service	6	21,331.17	5	21,437.40	1	20,800.00
Paraprofessionals	33	33,715.64	1	52,378.87	32	33,132.42
Office/Clerical	66	27,096.72	1	29,619.20	65	27,057.91
TOTALS:	351	35,730.72	111	38,008.45	240	34,677.27

* Based on a 40-hour work week.

** Includes data from all state employees except university system employees and legislators.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
AVERAGE ANNUAL PAY BY EEO CATEGORY*
REGULAR, SEASONAL AND TEMPORARY EMPLOYEES**
1/23/2006

Statewide Classified Pay Plan 060

EEO Category	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Officials/Administrators	217	54,667.22	98	56,536.62	119	53,127.71
Professionals	1,938	37,042.89	550	38,423.70	1,388	36,495.73
Technicians	654	24,865.67	80	24,470.97	574	24,920.68
Protective Service	32	35,584.85	28	37,132.73	4	24,749.73
Paraprofessionals	455	22,044.25	178	22,714.08	277	21,613.81
Office/Clerical	399	21,706.04	71	21,453.38	328	21,760.74
Skilled Craft	19	25,718.61	15	26,070.74	4	24,398.14
Service Maintenance	162	21,267.24	61	23,578.69	101	19,871.22
TOTALS:	3,876	31,908.55	1,081	34,289.25	2,795	30,987.79

Exempt Pay Plan 061

EEO Category	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Officials/Administrators	204	81,566.22	155	83,153.09	49	76,546.56
Professionals	180	47,022.94	44	66,503.76	136	40,720.32
Technicians	2	26,699.49	1	14,913.60	1	38,485.38
Paraprofessionals	14	26,797.79	4	41,002.90	10	21,115.74
Office/Clerical	165	22,880.95	77	22,566.00	88	23,156.54
Service Maintenance	1	24,924.64	0	0.00	1	24,924.64
TOTALS:	566	51,824.19	281	63,101.07	285	40,705.57

* Based on a 40-hour work week.

** Includes data from all state employees except university system employees and legislators.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
AVERAGE ANNUAL PAY BY EEO CATEGORY*
REGULAR, SEASONAL AND TEMPORARY EMPLOYEES**
1/23/2006

Blue Collar Pay Plan 062

	Total		Male		Female	
EEO Category	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Protective Service	5	32,293.52	4	32,542.72	1	31,296.72
Skilled Craft	771	34,920.47	752	34,947.69	19	33,843.13
Service Maintenance	95	33,801.86	86	33,802.21	9	33,798.56
TOTALS:	871	34,783.39	842	34,819.27	29	33,741.49

Legislative Branch Pay Plan 063

	Total		Male		Female	
EEO Category	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Officials/Administrators	19	99,499.51	11	118,853.63	8	72,887.59
Professionals	76	53,804.76	35	55,933.20	41	51,987.80
Technicians	13	41,220.17	7	43,549.89	6	38,502.15
Paraprofessionals	6	36,487.32	0	0.00	6	36,487.32
Office/Clerical	30	22,060.51	5	16,669.95	25	23,138.62
TOTALS:	144	51,362.88	58	62,987.09	86	43,523.29

* Based on a 40-hour work week.

** Includes data from all state employees except university system employees and legislators.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
AVERAGE ANNUAL PAY BY EEO CATEGORY*
REGULAR, SEASONAL AND TEMPORARY EMPLOYEES**
1/23/2006

Teachers' Pay Plan 064

EEO Category	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Professionals	33	44,169.62	19	41,903.23	14	47,245.43
TOTALS:	33	44,169.62	19	41,903.23	14	47,245.43

State Fund Pay Plan 065

EEO Category	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Officials/Administrators	20	95,945.30	9	113,285.12	11	81,758.18
Professionals	158	55,236.84	67	61,389.93	91	50,706.54
Technicians	48	33,295.17	4	51,833.08	44	31,609.90
Protective Service	2	51,074.40	2	51,074.40	0	0.00
Office/Clerical	35	28,396.93	8	25,670.84	27	29,204.66
Skilled Craft	4	40,432.08	4	40,432.08	0	0.00
TOTALS:	267	50,570.28	94	61,800.72	173	44,468.19

* Based on a 40-hour work week.

** Includes data from all state employees except university system employees and legislators.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
AVERAGE ANNUAL PAY BY EEO CATEGORY*
REGULAR, SEASONAL AND TEMPORARY EMPLOYEES**
1/23/2006

Medical Professionals Pay Plan 067

	Total		Male		Female	
EEO Category	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Professionals	24	117,019.65	16	122,580.31	8	105,898.35
Technicians	2	58,108.11	0	0.00	2	58,108.11
TOTALS:	26	112,488.00	16	122,580.31	10	96,340.30

Information Technology and Engineering Pay Plan 068

	Total		Male		Female	
EEO Category	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Officials/Administrators	12	59,269.98	8	57,710.83	4	62,388.29
Professionals	97	43,344.12	60	43,010.20	37	43,885.62
TOTALS:	109	45,097.43	68	44,739.69	41	45,690.75

* Based on a 40-hour work week.

** Includes data from all state employees except university system employees and legislators.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
AVERAGE ANNUAL PAY BY GRADE OR PAY BAND*
REGULAR EMPLOYEES ONLY
1/23/2006

Broadband Pay Plan 020

Pay Band	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
01	5	18,175.97	3	18,402.63	2	17,835.96
02	150	20,722.00	41	20,491.94	109	20,808.54
03	1,007	26,554.19	477	28,044.83	530	25,212.62
04	752	30,586.41	395	31,041.12	357	30,083.30
05	1,567	36,866.79	1,066	37,868.38	501	34,735.67
06	2,084	43,668.16	1,268	45,244.07	816	41,219.33
07	795	57,899.37	571	58,390.14	224	56,648.34
08	139	74,356.91	100	75,184.38	39	72,235.20
09	6	100,306.20	5	97,763.04	1	113,022.00
TOTALS:	6,505	39,766.70	3,926	42,185.23	2,579	36,084.99

Judicial Branch Pay Plan 030

Grade	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
01	337	36,115.38	109	38,162.95	228	35,136.49
TOTALS:	337	36,115.38	109	38,162.95	228	35,136.49

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
AVERAGE ANNUAL PAY BY GRADE OR PAY BAND*
REGULAR EMPLOYEES ONLY
1/23/2006

Statewide Classified Pay Plan 060

Grade	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
05	3	16,537.15	0	0.00	3	16,537.15
06	19	16,940.04	6	16,591.81	13	17,100.76
07	127	19,530.57	30	22,102.20	97	18,735.22
08	338	20,849.78	67	20,963.01	271	20,821.79
09	551	23,254.41	145	24,082.73	406	22,958.58
10	240	24,918.40	51	23,525.39	189	25,294.30
11	245	27,068.09	44	26,200.17	201	27,258.08
12	377	29,230.04	76	29,398.78	301	29,187.44
13	348	33,999.45	81	34,314.73	267	33,903.80
14	456	36,037.19	128	36,014.74	328	36,045.95
15	362	40,047.35	110	40,369.03	252	39,906.93
16	229	43,903.56	78	44,412.83	151	43,640.50
17	152	50,381.05	71	50,521.32	81	50,258.10
18	80	54,510.04	37	54,647.40	43	54,391.86
19	63	60,043.94	32	58,977.30	31	61,144.99
20	11	68,080.85	5	69,885.83	6	66,576.69
21	7	72,843.69	7	72,843.69	0	0.00
22	9	81,812.51	5	85,835.83	4	76,783.37
TOTALS:	3,617	32,335.22	973	35,277.46	2,644	31,252.47

Exempt Pay Plan 061

Grade	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
	349	66,673.88	197	77,114.79	152	53,141.90
TOTALS:	349	66,673.88	197	77,114.79	152	53,141.90

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
AVERAGE ANNUAL PAY BY GRADE OR PAY BAND*
REGULAR EMPLOYEES ONLY
1/23/2006

Blue Collar Pay Plan 062

Grade	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
04	4	31,818.33	3	31,992.20	1	31,296.72
05	12	31,555.06	12	31,555.06	0	0.00
06	6	31,829.80	6	31,829.80	0	0.00
07	44	33,009.54	41	32,964.04	3	33,631.37
08	122	33,735.45	117	33,705.00	5	34,447.91
09	56	34,723.37	55	34,715.88	1	35,135.36
10	259	36,151.46	252	36,160.59	7	35,822.47
11	18	36,753.24	18	36,753.24	0	0.00
12	100	37,957.81	99	37,952.03	1	38,530.13
13	15	40,663.86	15	40,663.86	0	0.00
TOTALS:	636	35,597.63	618	35,616.89	18	34,936.29

Legislative Branch Pay Plan 063

Grade	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
	113	51,705.73	48	59,297.36	65	46,099.59
TOTALS:	113	51,705.73	48	59,297.36	65	46,099.59

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
AVERAGE ANNUAL PAY BY GRADE OR PAY BAND*
REGULAR EMPLOYEES ONLY
1/23/2006

Teachers' Pay Plan 064

Grade	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
01	9	49,020.77	4	40,272.09	5	56,019.71
02	5	35,292.30	3	34,782.53	2	36,056.96
03	5	42,402.38	2	42,703.37	3	42,201.72
04	1	43,654.14	1	43,654.14	0	0.00
05	5	45,756.00	5	45,756.00	0	0.00
06	8	44,437.87	4	43,221.14	4	45,654.60
TOTALS:	33	44,169.62	19	41,903.23	14	47,245.43

State Fund Pay Plan 065

Grade	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
1A	6	20,036.64	2	19,611.28	4	20,249.32
1B	7	23,208.64	2	22,538.88	5	23,476.54
1C	11	26,003.78	2	26,113.36	9	25,979.43
1D	10	31,890.98	0	0.00	10	31,890.98
2A	36	31,635.76	0	0.00	36	31,635.76
2B	14	34,912.80	4	34,281.52	10	35,165.31
2C	4	40,432.08	4	40,432.08	0	0.00
2D	28	43,102.95	7	45,059.63	21	42,450.72
2E	27	49,192.92	9	48,056.32	18	49,761.23
3A	54	54,897.79	19	55,331.07	35	54,662.58
3B	24	61,354.37	13	62,290.08	11	60,248.52
3C	8	67,284.62	8	67,284.62	0	0.00
3D	18	78,605.74	15	78,811.34	3	77,577.76
3E	10	76,951.68	2	80,590.64	8	76,041.94
4A	2	91,394.16	1	90,417.60	1	92,370.72
EE	7	131,222.15	6	132,142.40	1	125,700.64
TOTALS:	266	50,650.92	94	61,800.72	172	44,557.42

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
AVERAGE ANNUAL PAY BY GRADE OR PAY BAND*
REGULAR EMPLOYEES ONLY
1/23/2006

Medical Professionals Pay Plan 067

Grade	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
17	2	58,108.11	0	0.00	2	58,108.11
21	3	69,098.36	0	0.00	3	69,098.36
23	1	76,984.13	1	76,984.13	0	0.00
31	2	111,466.36	2	111,466.36	0	0.00
32	9	142,869.41	5	141,242.28	4	144,903.32
34	1	147,294.58	1	147,294.58	0	0.00
MM2	2	64,852.93	2	64,852.93	0	0.00
MP1	2	91,523.90	1	122,769.39	1	60,278.40
MP2	1	163,332.48	1	163,332.48	0	0.00
MP3	2	139,023.86	2	139,023.86	0	0.00
TOTALS:	25	112,427.25	15	123,151.88	10	96,340.30

Information Technology and Engineering Pay Plan 068

Grade	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
13	10	34,063.44	4	30,690.26	6	36,312.23
14	15	39,140.51	7	38,670.10	8	39,552.12
15	39	42,006.52	26	40,450.71	13	45,118.16
16	31	49,124.18	21	48,738.88	10	49,933.33
17	9	55,865.74	8	56,746.08	1	48,822.99
18	3	60,865.65	2	59,821.85	1	62,953.26
19	1	65,484.07	0	0.00	1	65,484.07
21	1	75,900.95	0	0.00	1	75,900.95
TOTALS:	109	45,097.43	68	44,739.69	41	45,690.75

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
NEW HIRES/REHIRES/TRANSFERS/TERMINATIONS*
REGULAR EMPLOYEES ONLY
1/23/2006

EEO Category	Current Workforce		
	Total	Female	Minority
Official and Administrators	1,111	370	22
Professionals	5,976	3,082	179
Technicians	1,706	1,279	66
Protective Service	856	115	27
Paraprofessionals	496	313	28
Office/Clerical	704	622	27
Skilled Craft	853	35	41
Service Maintenance	380	137	20
State Totals:	12,082	5,953	410

EEO Category	New Hires			Rehires		
	Total	Female	Minority	Total	Female	Minority
Official and Administrators	43	22	0	9	4	1
Professionals	517	262	1	120	68	4
Technicians	199	149	0	64	44	3
Protective Service	119	28	0	22	4	1
Paraprofessionals	102	74	1	23	16	2
Office/Clerical	119	102	1	28	23	0
Skilled Craft	35	4	0	7	0	0
Service Maintenance	62	33	1	10	6	2
State Totals:	1,196	674	4	283	165	13

EEO Category	Transfers			Terminations		
	Total	Female	Minority	Total	Female	Minority
Official and Administrators	52	14	0	101	35	1
Professionals	237	136	2	653	376	35
Technicians	82	69	3	264	177	7
Protective Service	18	0	0	119	25	3
Paraprofessionals	151	97	15	131	89	9
Office/Clerical	28	23	1	116	97	4
Skilled Craft	11	0	0	70	4	4
Service Maintenance	15	6	0	93	48	7
State Totals:	594	345	21	1,547	851	70

* Based on calendar year.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
WORKFORCE SUMMARY BY EEO CATEGORY AS OF 1/23/2006

EEO-4 Category 1 Official and Administrators

		Percentages
Total Employees:	1,125	
Males:	751	66.76%
Females:	374	33.24%
Minorities:	22	1.96%
Age 40+:	1,009	89.69%

EEO-4 Category 2 Professionals

		Percentages
Total Employees:	6,212	
Males:	2,978	47.94%
Females:	3,234	52.06%
Minorities:	194	3.12%
Age 40+:	4,676	75.27%

EEO-4 Category 3 Technicians

		Percentages
Total Employees:	2,024	
Males:	605	29.89%
Females:	1,418	70.06%
Minorities:	68	3.36%
Age 40+:	1,428	70.55%

EEO-4 Category 4 Protective Service

		Percentages
Total Employees:	878	
Males:	758	86.33%
Females:	120	13.67%
Minorities:	27	3.08%
Age 40+:	494	56.26%

EEO-4 Category 5 Paraprofessionals

		Percentages
Total Employees:	546	
Males:	209	38.28%
Females:	337	61.72%
Minorities:	29	5.31%
Age 40+:	355	65.02%

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
WORKFORCE SUMMARY BY EEO CATEGORY AS OF 1/23/2006

EEO-4 Category 6 Office/Clerical

		Percentages
Total Employees:	1,041	
Males:	218	20.94%
Females:	823	79.06%
Minorities:	39	3.75%
Age 40+:	704	67.63%

EEO-4 Category 7 Skilled Craft

		Percentages
Total Employees:	1,118	
Males:	1,069	95.62%
Females:	49	4.38%
Minorities:	49	4.38%
Age 40+:	902	80.68%

EEO-4 Category 8 Service Maintenance

		Percentages
Total Employees:	602	
Males:	384	63.79%
Females:	217	36.05%
Minorities:	28	4.65%
Age 40+:	434	72.09%

State Totals

		Percentages
Males:	6,972	51.47%
Females:	6,572	48.52%
Minorities:	456	3.37%
Age 40+:	10,002	73.84%

Total Employees:	13,546
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STATE OF MONTANA

LABOR RELATIONS STATUS REPORT

February 2006

Bargaining Units by Agency

	Bargaining Unit	Description	Pay Plan*	Number of Employees
Department of Administration				
Laborers International Union	026-General Services Division	Maintenance employees	62	6
Laborers International Union	TBD-General Services Division	Groundskeepers	20	4
Montana Public Employees Association	064-Public Employees Retirement Administration	All eligible employees	20	22
Pacific Northwest Council of Carpenters	045-General Services Division	Painters	62	3
Pacific Northwest Council of Carpenters	076-General Services Division & Montana Historical Society	Carpenters	62	2
Total				37
Department of Agriculture				
Montana Public Employees Association	041-Department of Agriculture	All eligible employees	60 68	67
Total				67
Department of Corrections				
MEA-MFT	005-Montana State Prison	All eligible employees	20	468
MEA-MFT	015-Probation and Parole	Certain employees	20	170
MEA-MFT	016-Montana Womens Prison	Custody employees	20	57
MEA-MFT	051-Pine Hills Youth Correctional Facility	Teachers	64	13
MEA-MFT	087-Riverside Youth Correctional Facility	All eligible employees	20 64	20
Montana Public Employees Association	068-Pine Hills Youth Correctional Facility	Custody employees	20	79
Montana Public Employees Association	069-Pine Hills Youth Correctional Facility	Professional employees	20	6
MSP Craft Council	012-Montana State Prison	Trade and craft employees	62	11
Total				824
Department of Environmental Quality				
Montana Public Employees Association	034-Department of Environmental Quality	All eligible employees	20	250
Total				250

Bargaining Unit		Description	Pay Plan*	Number of Employees
Department of Fish, Wildlife & Parks				
MEA-MFT	073-Biologists	Biologists	20	113
Montana Public Employees Association	040-Game wardens	Game wardens	20	81
Total				194
Montana Historical Society				
Pacific Northwest Regional Council of Carpenters	076-General Services and Montana Historical Society	Carpenters	62	1
MEA-MFT	066-Montana Historical Society	All eligible employees	60	45
Total				46
Department of Justice				
Montana Public Employees Association	030-Motor Vehicle Division, Title and Registration Bureau	All eligible employees	60	35
Montana Public Employees Association	036-Highway Patrol Division	Highway patrol officers	20	155
Montana Public Employees Association	048-Division of Criminal Investigation	Criminal investigators	20	26
Montana Public Employees Association	050-Motor Vehicle Division, Drivers Examination	All eligible employees	60	75
Montana Public Employees Association	078-Highway Patrol Division,	Communications systems operators	60	30
Total				321
Department of Labor and Industry				
Labor Appeals Union	071-Employment Relations Division	Hearings officers	20	8
Montana Public Employees Association	038-Department of Labor and Industry	Certain employees	20	480
Total				488
Department of Military Affairs				
Great Falls Firefighters Association	009-Great Falls Airport	Firefighters	20	24
MEA-MFT	086-Montana Youth Challenge	All eligible employees	20	35
International Brotherhood of Teamsters	080-Air National Guard	Maintenance employees	62	10
Total				69
Department of Natural Resources and Conservation				
International Association of Machinists	046-Forestry Division	Mechanics	62	10
Montana Public Employees Association	084-DNRC Land Offices	Administrative support	20	22
Total				32

	Bargaining Unit	Description	Pay Plan*	Number of Employees
Board of Public Education				
MEA-MFT	072-Montana School for the Deaf and Blind	Professionals	60	69
United Food and Commercial Workers	082-Montana School for the Deaf and Blind	Care and service employees	60	22
Total				91
Department of Public Health and Human Services				
American Federation of State, County and Municipal Employees	003-Montana Developmental Center	Care and service employees	60	196
American Federation of State, County and Municipal Employees	004-Montana Chemical Dependency Unit	Care and service employees	60	21
MEA-MFT	061-Central Office	All eligible employees	20 60 62 68	554
MEA-MFT	065-Montana Chemical Dependency Center	Counselors	60	8
MEA-MFT	057-Montana Developmental Center	Professional employees	60	15
MEA-MFT	023-Montana State Hospital	Care and service employees	60	232
MEA-MFT	024-Montana State Hospital	Professionals and Licensed Practical Nurses	60 64	62
MEA-MFT	070-Montana Veterans Home	Care and service employees	60 62	112
Montana Developmental Center Craft Council	007-Montana Developmental Center	Trade and craft employees	62	9
Montana Nurses Association	013-Montana State Hospital	Registered nurses	60	44
Montana Nurses Association	054-Public Health and Safety Division	Public health nurses	60	6
Montana Nurses Association	075-Montana Veterans Home	Registered nurses	20	14
Montana Public Employees Association	019-Quality Assurance Division	All eligible employees	20 60 68	217
Montana Public Employees Association	042-Child and Family Services Division; Human Service Offices	All eligible employees	60	250
Montana Public Employees Association	052-Child and Family Services Division	Social workers	20 60	214
Montana Public Employees Association	059-Montana Mental Health Nursing Care Center	Care and service employees	60	99
Warm Springs Craft Council	008-Montana State Hospital	Trade and craft employees	62	27
Total				2080
Office of Public Instruction				
Montana Public Employees Association	063-Office of Public Instruction	All eligible employees	60 68	134
Total				134

	Bargaining Unit	Description	Pay Plan*	Number of Employees
Department of Revenue				
Montana Public Employees Association	031-Liquor Warehouse	All eligible employees	62	7
MPEA/MEA-MFT Local 4993	006-Department of Revenue	Certain employees	60 68	420
Total				427
Montana State Fund				
Montana Public Employees Association	067-Montana State Fund	All eligible employees	65	217
Total				217
Department of Transportation				
American Federation of State, County and Municipal Employees	001-Department of Transportation; Maintenance Division	Certain trade and craft employees	20 62	487
Montana Public Employees Association	035-Department of Transportation	All eligible non-maintenance employees	20	821
Public Employees Craft Council	002-Department of Transportation; Maintenance Division	Certain trade and craft employees	20 62	412
Total				1720
Grand Total				6990

STATE OF MONTANA

LABOR RELATIONS STATUS REPORT

February 2006

Bargaining Units by Labor Organizations

Department	Bargaining Unit	Pay Plan*	Number of Employees
American Federation of State, County & Municipal Employees (AFSCME)			
Department of Public Health and Human Services	003-Montana Developmental Center Care and Service	60	196
Department of Public Health and Human Services	004-Montana Chemical Dependency Care and Service	60	21
Department of Transportation	001-Maintenance Division; Trade and Craft Employees	20 62	487
Total			704
Great Falls Firefighters Association			
Department of Military Affairs	009-Great Falls Airport Firefighters	20	24
Total			24
International Association of Machinists (IAM)			
Department of Natural Resources and Conservation	046-Forestry Division Mechanics	62	10
Total			10
International Brotherhood of Teamsters			
Department of Military Affairs	080-Air National Guard Maintenance Employees	62	10
Total			10
Laborers International Union			
Department of Administration	026-General Services Division maintenance employees	62	6
Department of Administration	TBD-General Services Division groundskeepers	20	4
Total			10
Labor Relations and Appeals Union			
Department of Labor and Industry	071-Employment Relations Division hearings officers	20	8
Total			8
MEA-MFT			
Department of Corrections	005-Montana State Prison; all eligible employees	20 64	468
Department of Corrections	016-Montana Womens Prison; custody employees	20	57
Department of Corrections	051-Pine Hills Youth Correctional Facility teachers	64	13
Department of Corrections	015-Probation and parole; certain employees	20	170

Department	Bargaining Unit	Pay Plan*	Number of Employees
Department of Corrections	087-Riverside Youth Correctional Facility; all eligible employees	20	20
Department of Fish, Wildlife and Parks	073-Biologists	20	113
Montana Historical Society	066-Montana Historical Society; all eligible employees	60	45
Department of Military Affairs	086-Montana Youth Challenge Program; all eligible employees	20	35
Board of Public Education	072-School for the Deaf and Blind professionals	60 61	69
Department of Public Health and Human Services	061-Central office employees	20 60 62 68	554
Department of Public Health and Human Services	057-Montana Developmental Center professionals	60	15
Department of Public Health and Human Services	065-Montana Chemical Dependency Center counselors	60	8
Department of Public Health and Human Services	023-Montana State Hospital care and service employees	60	231
Department of Public Health and Human Services	024-Montana State Hospital professional employees and licensed practical nurses	60 64	62
Department of Public Health and Human Services	070-Montana Veterans Home care and service employees	60 62	112
Total			1972
Montana Developmental Center Craft Council			
Department of Public Health and Human Services	007-Montana Developmental Center trade and craft employees	62	9
Total			9
Montana Nurses Association			
Department of Public Health and Human Services	054-Public Health and Safety Division public health nurses	60	6
Department of Public Health and Human Services	013-Montana State Hospital registered nurses	60	44
Department of Public Health and Human Services	075-Montana Veterans Home registered nurses	20	14
Total			64
Montana Public Employees Association			
Department of Administration	064-Montana Public Employees Retirement Administration; all eligible employees	20	22
Department of Agriculture	041-Department of Agriculture; all eligible employees	60 68	67
Department of Corrections	068-Pine Hills Youth Correctional Facility custody employees	20	79
Department of Corrections	069-Pine Hills Youth Correctional Facility professional employees	20	6
Department of Environmental Quality	034-Department of Environmental Quality; all eligible employees	20	250
Department of Fish, Wildlife and Parks	040-Game wardens	20	81
Department of Justice	030-Motor Vehicle Division, Title & Registration Bureau; all eligible employees	60	35
Department of Justice	036-Montana Highway Patrol; patrol officers	20	155

Department	Bargaining Unit	Pay Plan*	Number of Employees
Department of Justice	048-Division of Criminal Investigations criminal investigators	20	26
Department of Justice	050-Motor Vehicle Division driver examiners and aides	60	75
Department of Justice	078-Montana Highway Patrol communications systems operators	60	30
Department of Labor and Industry	038-Department of Labor and Industry; certain employees	20	480
Department of Natural Resources and Conservation	084-Land office administrative support employees	20	22
Office of Public Instruction	063-Office of Public Instruction; all eligible employees	60 68	134
Department of Public Health and Human Services	019-Quality Assurance Division; all eligible employees	20 60 68	217
Department of Public Health and Human Services	042-Child and Family Services Division; human service employees	60	250
Department of Public Health and Human Services	052-Child and Family Services Division; social workers	20 60	214
Department of Public Health and Human Services	059-Montana Mental Health Nursing Care Center care and service employees	60	99
Department of Revenue	031-Liquor Warehouse employees	62	7
Montana State Fund	067-Montana State Fund; all eligible employees	65	217
Department of Transportation	035-Department of Transportation; all eligible non-maintenance employees	20	820
Total			3286
Montana Public Employees Association/MEA-MFT Local 4993			
Department of Revenue	006-Department of Revenue; certain employees	60 68	420
Total			420
Montana State Prison Craft Council			
Department of Corrections	012-Montana State Prison trade and craft employees	62	11
Total			11
Pacific Northwest Regional Council of Carpenters			
Department of Administration	045-General Services Division painters	62	3
Department of Administration and the Montana Historical Society	076-General Services Division and Montana Historical Society carpenters	62	3
Total			6
Public Employees Craft Council			
Department of Transportation	002-Department of Transportation; certain trade and craft employees	20 62	412
Total			412
United Food and Commercial Workers			
Board of Public Education	082-Montana School for the Deaf and Blind care and service employees	60	22
Total			22

Department	Bargaining Unit	Pay Plan*	Number of Employees
Warm Springs Craft Council			
Department of Public Health and Human Services	008-Montana State Hospital trade and craft employees	62	27
Total			27
Grand Total			6990

Pay Plan Codes:

- 20-Broadband pay
- 60-Statewide pay plan
- 61-Exempt from classification
- 62-Blue collar pay plan
- 64-Teachers pay plan
- 67-State Fund pay plan
- 68-Engineers and information technology pay plan